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5 January 1968

MEMORANDUM FOR: Deputy Director for Support
THROUGH : Acting Director of Personnel
SUBJECT : February Recruitment at
University [redacted]

1. This memorandum suggests action on the part of the Deputy Director for Support; this action is contained in paragraph 6.

2. We have a serious problem insofar as our recruitment relationships with the University of [redacted] are concerned. We bowed out in November with the announcement that we would return in early February. We are scheduled to be on campus 7-9 February.

3. In my judgment, the University administration, from [redacted] on down, will want us to keep this engagement, and would plan to base our recruiters in the [redacted] where they recently have based Marine and Navy recruiters. By way of protection for our recruiters and student interviewees, they undoubtedly would have to enlist the services of upwards of 200 municipal, county, and campus security police as they did in the case of the military recruiters. In my judgment, this large university, as yet, has control of its militant student element only to the extent that respect, if any, for the administrative use of force obtains.

4. This gives you the picture as we would find it on 7 February. We have the alternative of walking into this situation or advising [redacted] that we are canceling outright for reasons which the Director himself would have to give a major university. Presumably, these would be those reasons which Mr. Helms cited for Vice President and [redacted] in his letter of 14 December 1967, essentially:

I have given long and careful thought to our recruiters coming to the University of [redacted] campus for interviews now being scheduled during the period 7-9 February. I have reluctantly come to the conclusion that we should cancel our visit.

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Even if the university can, as in your case, control the physical interference by protestors with our recruiters, the more militant and determined protestors can still cause considerable difficulties for the Agency and for the applicants. They can and do identify our recruiters and harass them off the campus, but even more serious they can identify the student applicants either to harass them privately or to limit their careers by publicizing their applications and reduce the possible areas in which we might otherwise be able to use them. After very careful consideration, we came to the conclusion that visits on campuses which are likely to result in confrontations hurt rather than help our recruiting efforts.

I assure you that we are aware that incidents attending CIA recruitment interviews are but one aspect of the broader question of the relationships between university authorities and student bodies. Our experience has been that on those campuses which seem to be having trouble, our presence arouses mainly radically militant groups which do not represent student bodies generally. We have felt, therefore, that protests of this sort serve only to complicate the efforts of university communities to maintain an equitable balance in the relationships between university authorities and the representatives of student bodies. We do not believe our withdrawal from the campuses constitutes a victory for the militant groups, even though they may claim it, but rather the removal of a source of controversy and friction which serves neither the development of wholesome relationships within the university community nor the conduct of fruitful interviews between the Agency and applicants. I hope that this will assist your understanding of our position, and please do not hesitate to call on us if there is anything further we can do.

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5. Should decide to release the Director's letter to the press, we should interpose no objection. As a matter of fact, several recruiters have indicated that it would considerably ease their negotiations with Placement Directors and senior administrative officials of many colleges and universities if there were to appear in print an authoritative statement of the Agency's current position with respect to its withdrawal from the mainstream of campus recruiting when there inheres the probability that the institution will have to employ special manpower and security resources to insure a businesslike environment for the Agency's recruitment efforts.

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